

# Women in Biomedical Research: Best Practices for Sustaining Career Success

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# Models for Biomedical Scientist Career Development

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- **MSM Clinical Research and Career Development Program (CRECD)** from 2002: NCCR, trans-NIH institutes - identify highly motivated underrepresented minority faculty early in their academic career for rigorous curriculum based training in clinical research, as the foundation for outstanding academic careers in clinical investigation.
- **Executive Leadership in Academic Medicine (ELAM)** from 1995 – Preparing senior women faculty at schools of medicine, dentistry and public health for institutional leadership; 522 alumnae and fellows
- **AAMC Teamworks** – Learning in teams; focus on collaboration

# CRECD and MSCR Program Highlights

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- **July 2001- June 2002:** Planning for the MSCR program at MSM
- **July 2002:** MSCR program accredited by Southern Association of Colleges and Schools (SACS).
- **July 2002:** First four junior faculty admitted for the 2 year program
- **July 2002-July 2007:** 22 fellows and alumnae (75% women) in early biomedical research; over 95% retention at MSM
- **July 2002-July 2007:** CRECD and MSCR anchor MSM institution wide mentored clinical research faculty development
- **August 2007:** Successful collaboration- Atlanta Clinical and Translational Science Award

# CRECD/MSCR Program Highlights cont...

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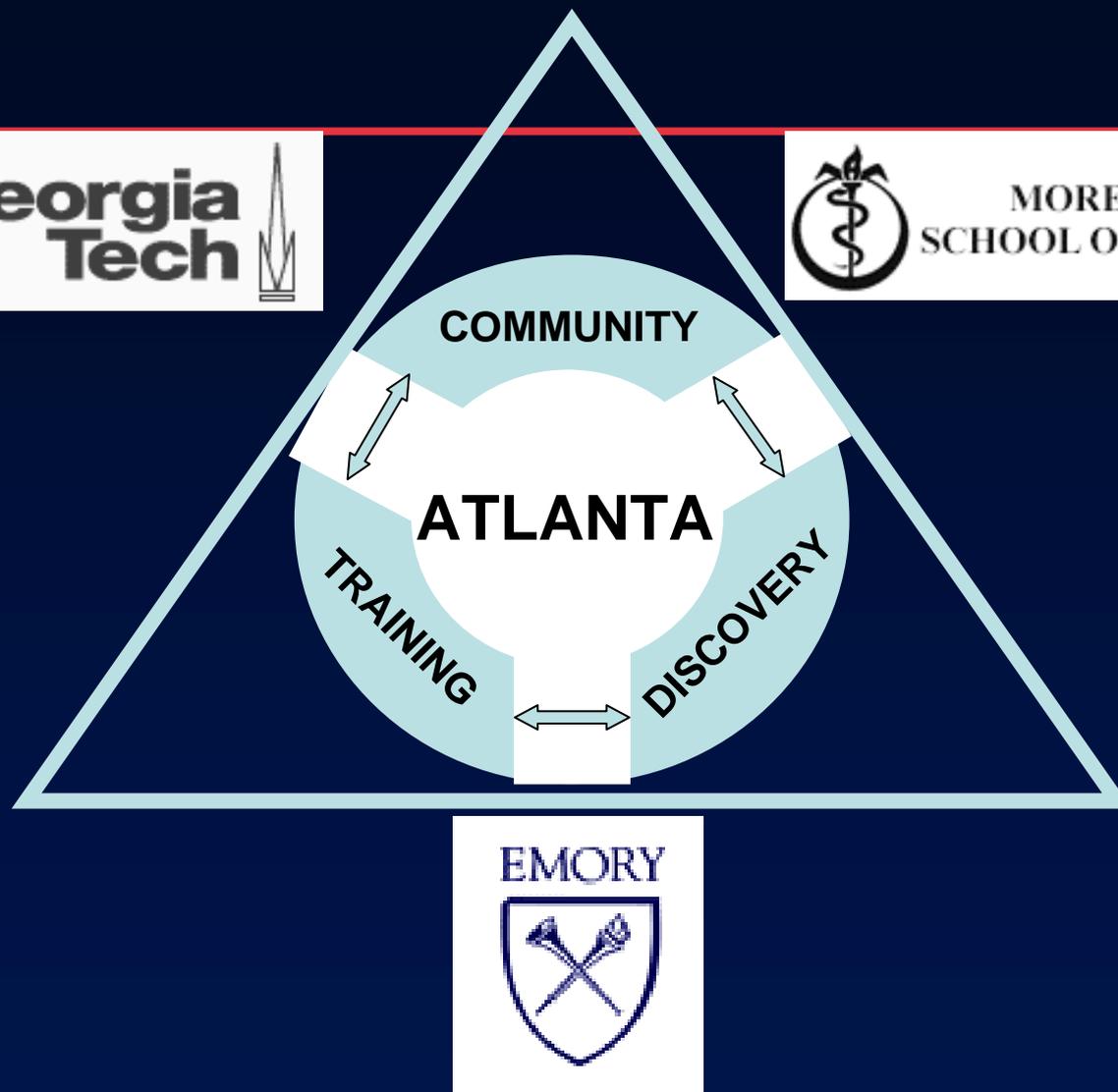
- **Twenty three** alumnae and fellows:  
broad base of departmental participation: Internal Medicine; Family Medicine; Community Health and Preventive Medicine; Obstetrics and Gynecology; Ophthalmology (Surgery); Pediatrics; Pharmacology; and Psychiatry
- **National Recognition** 2006 -The Association of American Medical Colleges (AAMC) Clinical Research Training Task Force Report
- **Career Development and Mentorship:** Inadequate numbers of mentors and career development awards significantly limit the potential opportunity to nurture these young investigators

# The Atlanta Clinical and Translational Science Institute

Georgia  
Tech

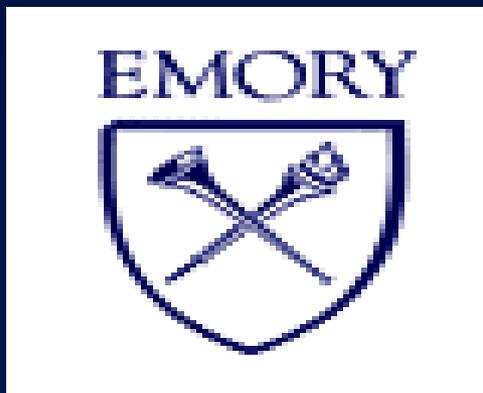


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# Minority Women Biomedical and Physician Scientist Development- Across the Spectrum

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- **Early career and biomedical research pipeline:** programs such as the CRECD need expanded 3-5 year career development and mentorship
- **Midcareer clinician scientists:** attrition due to challenging promotion and tenure policies; mentor development and support; collaborative work in teams-AAMC; NIH peer review
- **Senior Women Leadership Development:** ELAM and SELAM network